



PERMANENT

Career or Career Conditional

Excepted Indefinite

Excepted Conditional (VRA/SCEP/CIP*)

Revised 7/22/05

WORK SCHEDULE	Retirement Coverage and Thrift Savings Plan	Federal Employees Health Benefits	Federal Employees Group Life Insurance	Flexible Spending Accounts	Federal Long Term Care Insurance	Leave
FULL TIME	Yes	Yes	Yes	Yes	Yes	Yes
PART TIME	Yes	Yes – prorated	Yes	Yes	Yes	Yes – prorated
INTERMITTENT	Yes, if Career or Career-Conditional	No	No	If working more than 6 months per year, eligible for DCFSA only	No	No
SEASONAL WORKS MORE THAN 6 MONTHS	Yes	Yes	Yes	Yes	Yes	Yes
SEASONAL WORKS LESS THAN 6 MONTHS	Yes	No	No	DCFSA only	No	Yes

MIXED TOUR employees are eligible for benefits if they are expected to work at least 6 months each year. Benefits eligibility is based on the specific work schedule (Full time, Part time, or Intermittent) assigned for the pay period.

***Student Career Employment Program (SCEP)** employees are eligible for benefits if expected to be employed under the SCEP authority for at least one year and working for more than one third of the time between the date of appointment and the date of completion of the work-study program (graduation). If less than one third, student is not eligible for FEHB, FEGLI, HCFSA, or LTC.

VRA = Veterans Readjustment Appointment

CIP = Career Intern Program



TERM or EXCEPTED NTE

When Not-to-Exceed (NTE) date is more than one year and less than 4 years.

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WORK SCHEDULE	Retirement Coverage and Thrift Savings Plan	Federal Employees Health Benefits	Federal Employees Group Life Insurance	Flexible Spending Accounts	Federal Long Term Care Insurance	Leave
FULL TIME	Yes	Yes	Yes	Yes	Yes	Yes
PART TIME	Yes	Yes - prorated	Yes	Yes	Yes	Yes – prorated
INTERMITTENT	No	No	No	If working more than 6 months per year, eligible for DCFSA only.	No	No
SEASONAL WORKS MORE THAN 6 MONTHS	Yes	Yes	Yes	Yes	Yes	Yes
SEASONAL WORKS LESS THAN 6 MONTHS	Yes	No	No	DCFSA only	No	Yes

MIXED TOUR employees are eligible for benefits if they are expected to work at least 6 months each year. Benefits eligibility is based on the specific work schedule (Full time, Part time, or Intermittent) assigned for the pay period.



Temporary or Excepted NTE

Not-To-Exceed date is limited to one year or less

Revised 7/22/05

WORK SCHEDULE	Retirement Coverage and Thrift Savings Plan	Federal Employees Health Benefits	Federal Employees Group Life Insurance	Flexible Spending Accounts	Federal Long Term Care Insurance	Leave
FULL TIME	No	Not in 1 st year. (see note 1)	No	(See note 2)	(See note 3)	Yes
PART TIME	No	Not in 1 st year. (see note 1)	No	(See note 2)	(See note 3)	Yes - prorated
INTERMITTENT	No	No	No	If working more than 6 months per year, eligible for DCFSA only.	No	No
SEASONAL WORKS MORE THAN 6 MONTHS	No	Not in 1 st year. (see note 1)	No	(See note 2)	(See note 3)	Yes
SEASONAL WORKS LESS THAN 6 MONTHS	No	No	No	DCFSA only.	No	Yes

NOTES:

1. Not eligible for FEHB in 1st year. May be eligible for FEHB upon conversion to 2nd year appointment. Employee required to pay the employee and the government share of the FEHB premiums.
2. Eligible for DCFSA in 1st year. May be eligible for HCFSA if eligible for FEHB upon conversion to 2nd year appointment.
3. Not eligible for LTC in 1st year. May be eligible for LTC if eligible for FEHB upon conversion to 2nd year appointment.